



UNITED NATIONS CHILDREN'S FUND

I. Post Information

Job Title: **Programme Specialist – Protection from Sexual Exploitation and Abuse (PSEA)**

Post level: **P3 (FT)**

Supervisor Title: **Representative**

Duration: **2 years**

Organizational Unit: **Office of the Representative**

Post Location: **Bujumbura, Burundi**

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

The position of Programme Specialist (PSEA) is created for a duration of two years. Under the leadership of the Representative, the PSEA Programme Specialist will support the UNICEF Burundi country office in ensuring its commitment towards the prevention of sexual exploitation and abuse in all its development and humanitarian interventions.

Job organizational context:

UNICEF is committed to creating environments where women, children and their communities are safe and respected by humanitarian and development personnel and can access the protection and assistance provided by them without fear or risk of sexual exploitation and abuse (SEA).

UNICEF is committed to accelerating protection from sexual exploitation and abuse (PSEA) across all humanitarian settings and the development and peace nexus. PSEA is an organization-wide accountability. The UNICEF's Strategic Plan 2022-2025 includes core commitments on PSEA, including within Goal Area 3: Every child is protected from all forms of violence, exploitation, abuse and harmful practices. The Strategic Plan also includes a strategic enabler on the establishment and strengthening of PSEA systems at country-level. UNICEF's

PSEA commitment is further grounded in UNICEF's [Core Commitments for Children in Humanitarian Action \(CCCs\)](#) and Emergency Procedures.

As an agency mandated to strengthen the protection of children and women, UNICEF is also committed to driving forward best practice to deliver on the shared IASC PSEA framework and priority areas and is scaling up its programming to prevent and respond to SEA. UNICEF's approach stems from ED Fore's work as IASC Champion on PSEA in 2018 and 2019. Under ED Fore's leadership, the IASC developed and endorsed the IASC Plan for Accelerating PSEA in Humanitarian Response at Country Level ("the IASC Acceleration Plan"); and a common IASC PSEA Country-Level Framework; and the IASC PSEA strategy to effectively deliver on its commitments to prevent and respond to SEA, and to advance a survivor-centered approach. UNICEF continues to advance the PSEA work as a key contributor to the IASC Acceleration Plan and the new IASC Strategy and Vision on the PSEA and Sexual Harassment (PSEAH) 2022–2026.

Sexual and gender-based violence (SGBV) continues to pose a significant risk for girls, boys and women in Burundi, due to the persistent poverty, deeply patriarchal society leading to strong gender inequality, volatile security context and significant impunity. The insufficient number and quality of safe reporting mechanisms and the limited essential services and technical capacity of actors continue to impact survivors' human rights and their access to services. Moreover, the culture of silence surrounding SGBV makes that few survivors seek help. Following the many crises Burundi has gone through in recent decades, there is a large presence of humanitarian and development actors in the country, including UN agencies and international and national NGOs. In such context, the risk of sexual abuse and exploitation (SEA) remains high.

How can you make a difference:

Under the leadership and supervision of the Country Representative, and under technical guidance of the Chief of Child Protection, the Programme Specialist for Protection from Sexual Exploitation and Abuse (PSEA) will develop and support UNICEF's work on Protection from Sexual Exploitation and Abuse to meet its institutional and programmatic commitments on PSEA, in line with the CCCs.

The Programme Specialist (PSEA) will serve as the key technical resource on PSEA and will provide programme guidance and technical support to UNICEF Burundi Country Office and its implementing partners in strengthening UNICEF's PSEA programming and scaling up prevention and response efforts to SEA in line with the office wide PSEA Action Plan. The Programme specialist will also support UNICEF's contribution to PSEA at the inter-agency level.

The post holder will also contribute to the achievement of concrete and sustainable programme/project results according to plans, allocation, results based-management approaches and methodology (RBM) and UNICEF's Strategic Plans, standards of performance and accountability framework.

III. Key function, accountabilities, and related duties/tasks

1. Advisory Services and Technical support

- Provide leadership, technical support, expertise and capacity building to UNICEF Burundi Country Office to promote the integration of PSEA interventions in all programme planning and implementation.
- Lead on the development and monitoring of the implementation of the Country Office PSEA Action Plan and provide technical support and monitoring of implementation of UNICEF's requirements on PSEA.
- Provide technical advice to management on issues related to PSEA, including supporting and advising the Representative on the internal roll out and implementation of UNICEF's SEA reporting mechanisms and responding to allegations, in line with

endorsed internal reporting procedures and relevant UN / inter-agency protocols and guidelines.

- Strengthen the capacity of UNICEF staff, consultants, volunteers, and implementing partners on PSEA and child safeguarding, and understanding of UNICEF's requirements on PSEA.
- Provide advice to UNICEF Burundi sections on Implementing Partners' (IP) assessments using the UN Harmonised Tool for IP assessments and on monitoring the development and implementation of IPs PSEA action plans.
- In collaboration with all UNICEF Burundi sections, support partners to ensure PSEA policies, systems and structures are aligned with standards and requirements as per UNICEF PSEA Implementing Partners Procedures and the UN Implementing Partners Protocol.
- In collaboration with the IP Management Specialist, keep track of SEA assessments and implementation of action plans of all Implementing Partners.
- Provide inputs to programme proposals reflecting priorities for PSEA, maintain partnership relationships and take other actions to increase visibility of PSEA programming and the financial resources available for PSEA work.
- Provide inputs to programme reports, where relevant, for management, donors and partners, in line with defined deadlines.
- Develop an internal tracking tool to ensure regular and consistent monitoring of SEA cases and case management of child victims' assistance.
- Support knowledge management efforts on PSEA, including the maintenance of the repository of tools, documentation of promising practices, etc...
- Supporting the Burundi CO to institutionalize PSEA efforts within their programmes and operations, monitoring and facilities (e.g. HACT, supply section, human resources, programme component teams, etc.)

2. Support Reporting, Response and Prevention of SEA

- Provide support to Burundi CO on reporting, response and prevention of SEA and integration of PSEA within UNICEF's programming across all sectors, including:

Safe and accessible reporting

- Support Burundi CO to promptly establish and/or strengthen effective, safe and accessible reporting channels for SEA that are embedded within UNICEF's overall response and consider the needs of women and children so that any child or adult receiving assistance from UNICEF has access to a safe reporting channel for SEA, linked with child protection/gender-based violence assistance.
- Support the continued internal roll out and implementation of UNICEF SEA reporting procedures.
- Support, build the capacities and advise UNICEF personnel in reporting SEA concerns.
- Support the Representative on the implementation and compliance with UNICEF procedures for reporting SEA and Child Safeguarding concerns.
- Provide technical support to UNICEF partners and suppliers to strengthen internal reporting procedures.
- Ensure that all information pertaining to complaints is handled and referred strictly in line with agreed protocols.
- Provide technical support to partners to implement community-based reporting mechanisms to ensure that all information pertaining to SEA allegations is handled and referred strictly in line with agreed protocols.

Prevention of SEA

- Collaborate and coordinate with all UNICEF sections and support implementing partners to ensure sensitization activities on SEA are implemented across programmes and across communities and to establish systems to track and monitor implementation.

- Collaborate and coordinate with all UNICEF sections and staff to ensure systematic SEA risk assessment is conducted and findings are reflected and included in programme implementation.

Survivor-centred assistance and investigations

- In coordination with the Child protection section, ensure that survivors are immediately referred to appropriate assistance (i.e. medical, psychosocial, legal, safety/security, etc.), in line with the survivor-centred approach and the established gender-based violence/child protection referral pathways, taking into consideration the safety and wishes of the survivor.
- In coordination with the Chief of Child Protection, support UNICEF's prompt roll-out of the UN Victims' Assistance Protocol to ensure that survivors of SEA can access assistance and support, and that UNICEF is well-positioned to support any child survivors, as the provider of last resort.
- Provide technical support and capacity development on the UN Victims' Assistance Protocol, survivor-centred approach, and child sensitive investigations, for UNICEF staff and implementing partners.
- Conduct investigation of SEA allegations and support the recently trained pool of investigators in Burundi in conducting investigations on SEA.
- Monitor the quality of assistance and follow-up provided to survivors of SEA by UNICEF partners.
- Contribute to advocacy to strengthen access to services for survivors.
- Ensure that any IP/office concerned by SEA allegations establishes and implements solid risk reduction action.

3. Inter-agency PSEA response, advocacy and partnership building

- Represent UNICEF and provide technical leadership in the interagency fora on PSEA; contribute actively in the PSEA interagency coordination meetings to help advance interagency PSEA results in line with the UNCT PSEA Action Plan.
- Support appropriate reporting and response of SEA allegations by the interagency PSEA network, including development and implementation of effective, safe, and accessible interagency reporting mechanism for SEA and development of joint interagency SOPs in relation to receipt and referral of SEA allegations and concerns.
- Contribute to the UNCT and PSEA interagency network efforts to roll out the UN Victims' Assistance Protocol.

IV. Impact of Results

The strategic and effective advocacy, planning and formulation of protection from sexual exploitation and abuse (PSEA) contributes to the achievement of goals and objectives to create a protective environment for children against harm and to ensure their survival, development and wellbeing in society. Achievements in protection against sexual exploitation and abuse in turn contributes to maintaining and enhancing the credibility and ability of UNICEF to provide programme services for mothers and children that promote greater social equality in the country.

V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles).

Required Competencies are as per UNICEF's Competency Framework:

https://www.unicef.org/careers/media/1041/file/UNICEF%27s_Competyency_Framework.pdf

- Builds and maintains partnerships (1)
- Demonstrates self-awareness and ethical awareness (1)
- Innovates and Embraces Change (1)
- Drive to achieve results for impact (1)
- Manages Ambiguity and complexity (1)
- Thinks and Acts Strategically (1)
- Works Collaboratively with others (1)

VI. Recruitment Qualifications	
Education:	<ul style="list-style-type: none"> • An advanced university degree in one of the following fields is required: international development, social work, human rights, psychology, sociology, international law, or another relevant social science field.
Experience:	<ul style="list-style-type: none"> • A minimum of five (5) years progressively responsible professional experience in programme design, planning, implementation and management relevant to PSEA, GBV, protection, or related field, preferably with the UN and/or international NGO. • Experience working in humanitarian and/ or development contexts on implementing PSEA or protection related programming for children or adults. • Familiarity with the latest developments in PSEA and inter-agency PSEA responses and understanding of the intersections of PSEA with other technical areas (eg. GBV, Child Protection, AAP, etc). • Familiarity with humanitarian cluster systems will be considered as an advantage. • Experience with training and capacity building in PSEA or relevant technical areas. • Excellent communication, facilitation, training, networking and advocacy skills. • Proven ability to work independently under difficult conditions and exercise sound judgement in high-pressure situations. • Demonstrated ability to work in a multicultural environment and establish harmonious and effective working relationships, both within and outside the organization.
Language Requirements:	<ul style="list-style-type: none"> • Fluency in French and English is required. Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) or a local language is an asset.